

It is the responsibility of the Administration and Personnel Committee to keep the Congregation of Lenape Valley Presbyterian Church informed of all LVPC policies and procedures. In keeping with that responsibility, each fall season A & P publishes the Sexual Misconduct Policy of Lenape Valley Presbyterian Church for all to read. This year in addition we have created a Child Abuse policy.

Lenape Valley Presbyterian Church Sexual Misconduct Policy

This policy of the Lenape Valley Presbyterian Church is to apply to all pastors, employees, volunteers, counselors, supervisors, teachers, independent contractors and advisors of any kind, hereafter referred to as church associates.

The policy is to maintain the integrity of ministerial employment and professional relationships at all times. Sexual misconduct is a violation of the principles set forth in Scripture. Sexual misconduct is a violation of the ministerial, pastoral, employment, and professional relationship. It is NEVER permissible or acceptable.

1. The basic principles of conduct guiding this policy are:
 - a. Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relationship to gain advantage over another for personal sexual reasons in an abusive or exploitative manner.
 - b. Sexual misconduct is a violation of the role of church associates of any kind who are called upon to exercise integrity, sensitivity, and caring in a trust relationship.
 - c. Sexual misconduct takes advantage of the vulnerability of persons who cannot act in their own interest.
2. Sexual misconduct is defined as the use of power in any relationship for the personal and sexual pleasure of the more powerful such as:
 - a. Child sexual abuse is any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult or of a third person. This abuse is not limited to physical contact. Sexual behavior between a child and an adult is always considered forced, whether consent is given or not given.
 - b. Sexual harassment is any unwelcome sexual advance, request for sexual favors, and other verbal or physical conduct of a sexual nature, when
 - (1) submission to such conduct is made a condition of a person's employment or continued status
 - (2) or is used as a basis for employment decisions affecting the person
 - (3) Or when such conduct has the purpose or effect of interfering with an individual's work by creating an intimidating, hostile, or offensive working environment.
 - c. Any sexual contact by force, threat or intimidation, including but not limited to rape.
 - d. Sexual conduct that is injurious to physical or emotional health of another.
 - e. Sexual conduct within a ministerial or professional relationship, including unwelcome advances, requests for sexual favors, verbal or physical conduct of a sexual nature.

3. Preventative procedures

a. As a matter of protection for both child and volunteer, these procedures must be followed:

- (1) Volunteers who work with children must be a member of LVPC, have demonstrated regular attendance at church services for a period of six months, or present evidence of a criminal background check.
- (2) Volunteers, who work with children, agree to the Two Adult Rule in which there must be two adults present when working with children.
- (3) Episodic volunteers, or those who volunteer only occasionally, will be matched with an assigned volunteer or cleared for service through the appropriate supervisor (Sunday School superintendent, the Director of the Nursery School, Nursery Coordinator, or Pastor or Associate Pastor.)
- (4) Parents requesting assistance in custody cases for sign-out procedure will coordinate their request through the appropriate supervisor.

4. Grievance procedure

This policy identifies options to persons who believe they have been the subject of sexual misconduct or know about a situation, which they believe constitutes sexual misconduct. In the Lenape Valley Presbyterian Church, every church associate has recourse to due process.

- a. The first step in that process for any person aggrieved is to contact the Senior Pastor and specify the nature of the charge and request judicial process. The exception would be if the Senior Pastor were the accused person, in which case the aggrieved would contact the Chair, Administration & Personnel Committee.
- b. The Senior Pastor (or Chair, A & P) must immediately investigate the matter and resolve the issue, including disciplinary action if warranted. Only those relevant to the case should be involved.
- c. The whole Session will serve as the final Board of Appeal if necessary.
- d. To the greatest extent possible, all such matters must be handled in a confidential manner.
- e. If the behavior falls under state law which requires mandatory reporting, the Senior Pastor or Chair, A & P, must report.

5. Training

Annually, training will be given to all that work with children and youth. Responsibility for training will be that of the Chair, A & P.

6. Annual Notice

The contents of the Lenape Valley Presbyterian Church Sexual Misconduct Policy will be published annually in order to make the congregation aware of the church's strong stand on this important issue. Responsibility for the publication is that of the Chair, A&P.